

COLLECTIVE BARGAINING AGREEMENT
PUBLIC SECTOR / NON-POLICE & NON-FIRE

Section I: Agreement Details

Public Employer: City of Bridgeton County: Cumberland
Employee Organization: EMTs/PARAMEDICS INT'L ASSN/NAGE/SEIU LOCAL #R2-352 Employees In Unit: 9
Base Year Contract Term: 7/1/2011 6/30/2015 New Contract Term: 7/1/2015 12/31/2019
Type of Settlement: ☐ Mediated Settlement ☐ Fact-Finder Recommendation ☒ Voluntary Settlement ☐ Super Conciliation

	Column A Base Year - Total Costs (Last Year of Previous agreement)	Column B New Base Year - Total Costs (First Year of Successor agreement)
Section II: Economic		
Item 1 <u>Salary</u>	\$372,652	\$378,243
Item 2 <u>Increment</u>	\$0	\$0
Item 3 <u>Longevity</u>	\$0	\$0
Item 4		
Item 5		
Item 6		
Item 7		
Item 8		
Item 9		
Item 10		
Item 11		
Item 12		
Any additional items list on separate sheet		
Section III: Totals - Sum of costs in each column	\$372,652 (Total)	\$378,243 (Total)

Section IV: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Base Year (previous agreement)	<u>\$372,652</u>				
Effective Date (m/d/yyyy)	<u>7/1/2015</u>	<u>1/1/2016</u>	<u>1/1/2017</u>	<u>1/1/2018</u>	<u>1/1/2019</u>
Percent Increase	<u>1.5</u>	<u>2.83</u>	<u>2.10</u>	<u>1.93</u>	<u>2.12</u>
Total cost of increase ..	<u>\$5,590</u>	<u>\$10,697</u>	<u>\$8,167</u>	<u>\$7,682</u>	<u>\$8,670</u>
Total base salary (successor agreement)	<u>\$378,243</u>	<u>\$388,939</u>	<u>\$397,106</u>	<u>\$404,788</u>	<u>\$413,358</u>

Section V: Impact of Settlement - average annual increase over term of agreement

Percentage Impact (average per year over term of agreement) 2.32
Dollar Impact (average per year over term of agreement) \$9,045.00

Section VI

Health Insurance (Future costs apportioned on each line)

	Base Year	Year 1			
Cost of Health Plan	\$125,549	\$131,187			
Employee Contributions	\$10,832	\$13,429			
Prescription					
Dental					
Vision					

The undersigned certifies that the foregoing figures are true and is aware that if any of the foregoing items are false, s/he is subject to punishment.

Section VII

Prepared by:

Dale E. Goodreau

Business Administrator

Print Name

Dale E. Goodreau

Date: 12/22/2015

Signature